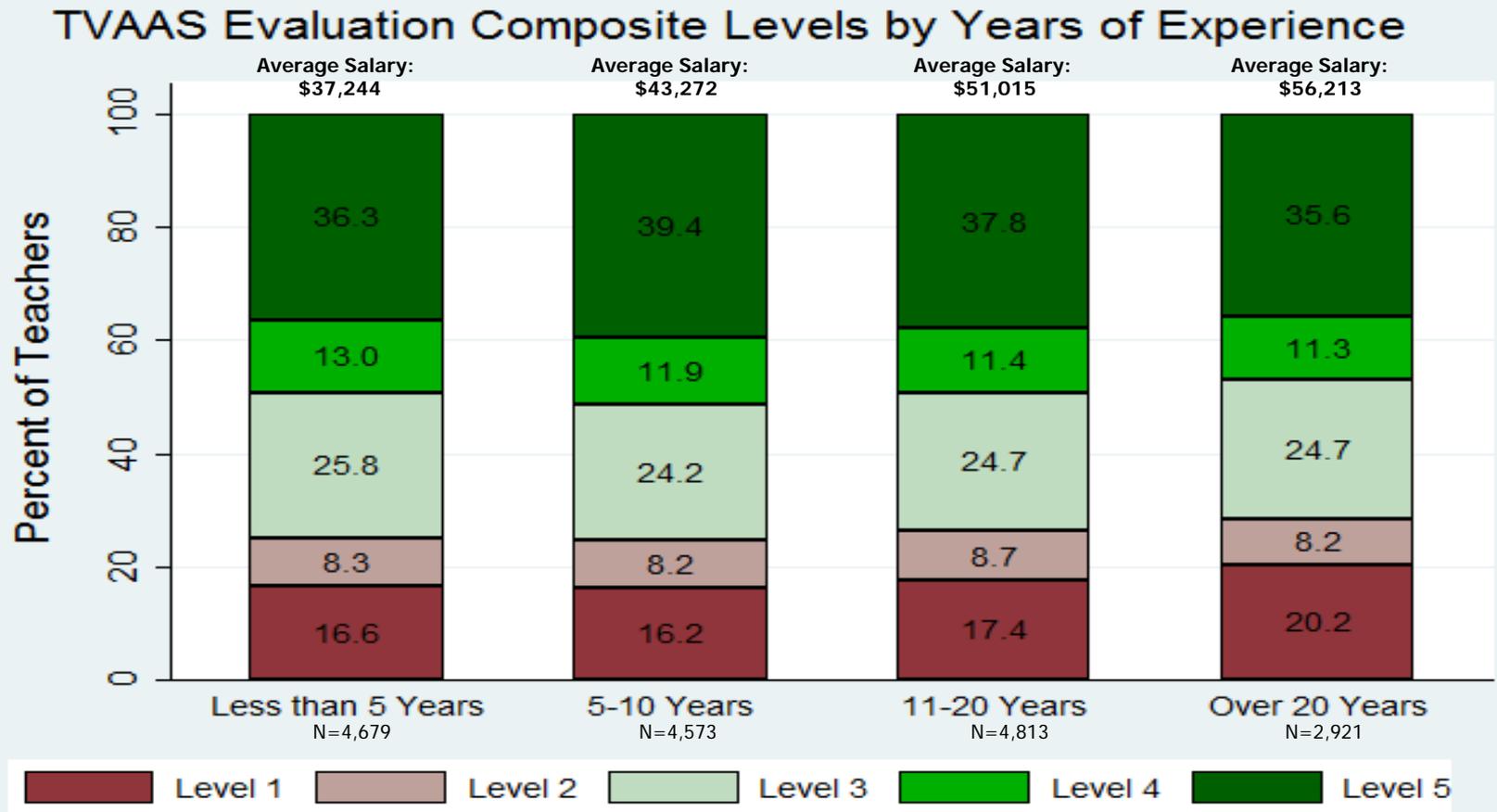




# Teacher Characteristics and Effectiveness

February 1, 2013

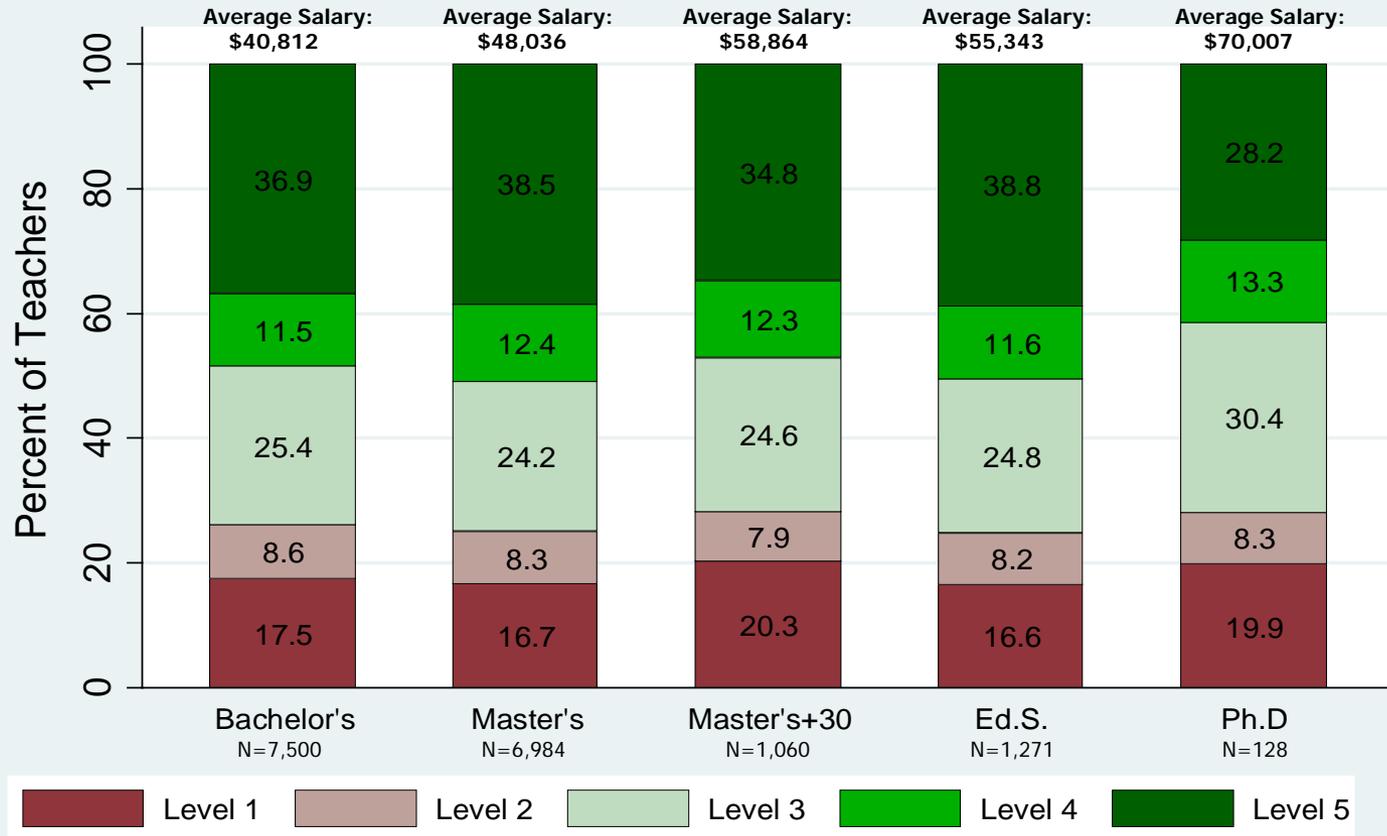
# The distribution of TVAAS Evaluation Composites does not differ substantially by years of experience.



Note: All slides use 2011-12 data and include teachers who received an individual TVAAS Evaluation Composite

# Similarly, the distribution of TVAAS Evaluation Composites does not differ substantially by education level.

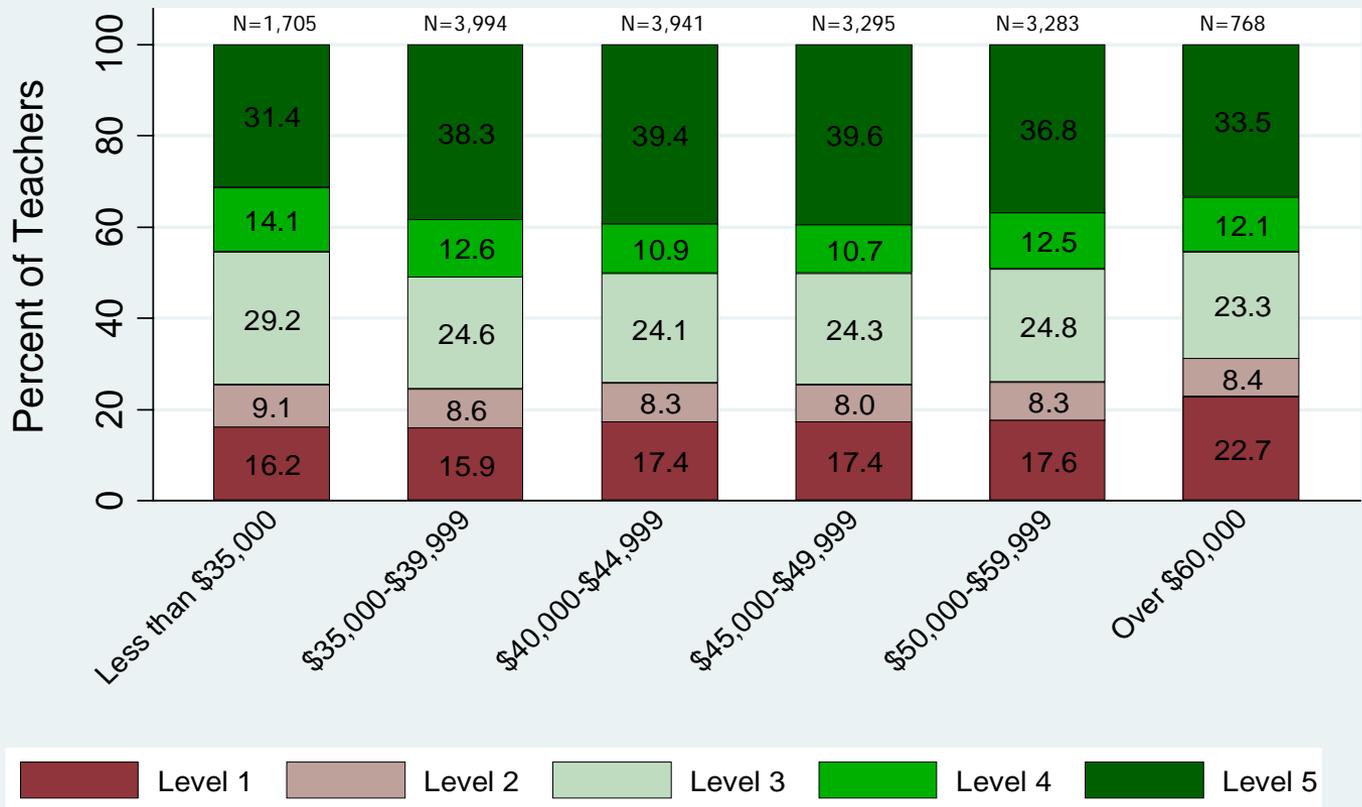
Distribution of TVAAS Evaluation Composite Levels by Education Level



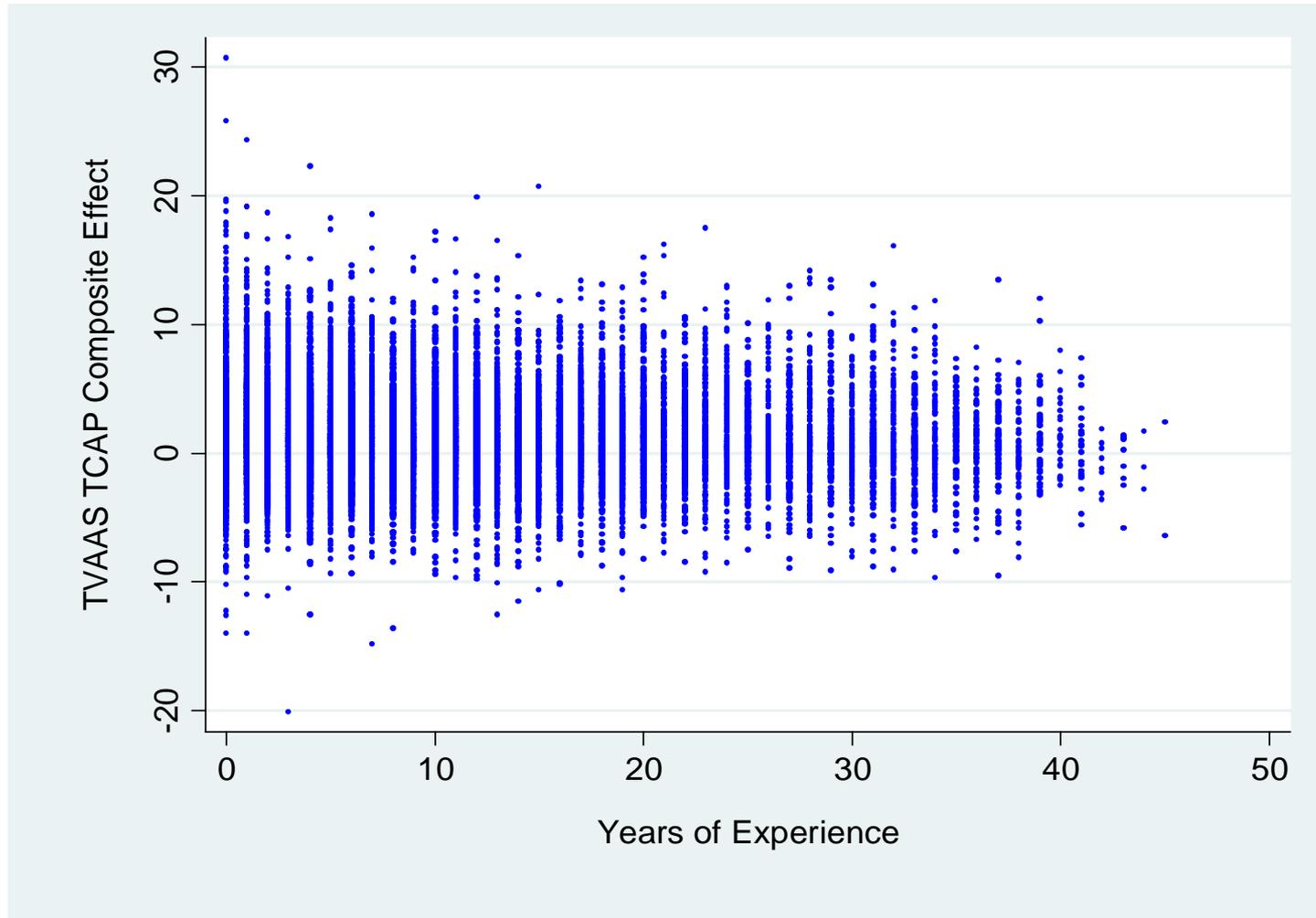
Note: Education level represents teacher's highest level of educational attainment.

# The distribution of TVAAS Evaluation Composites also does not differ substantially by salary level.

Distribution of TVAAS Evaluation Composite Levels by Salary

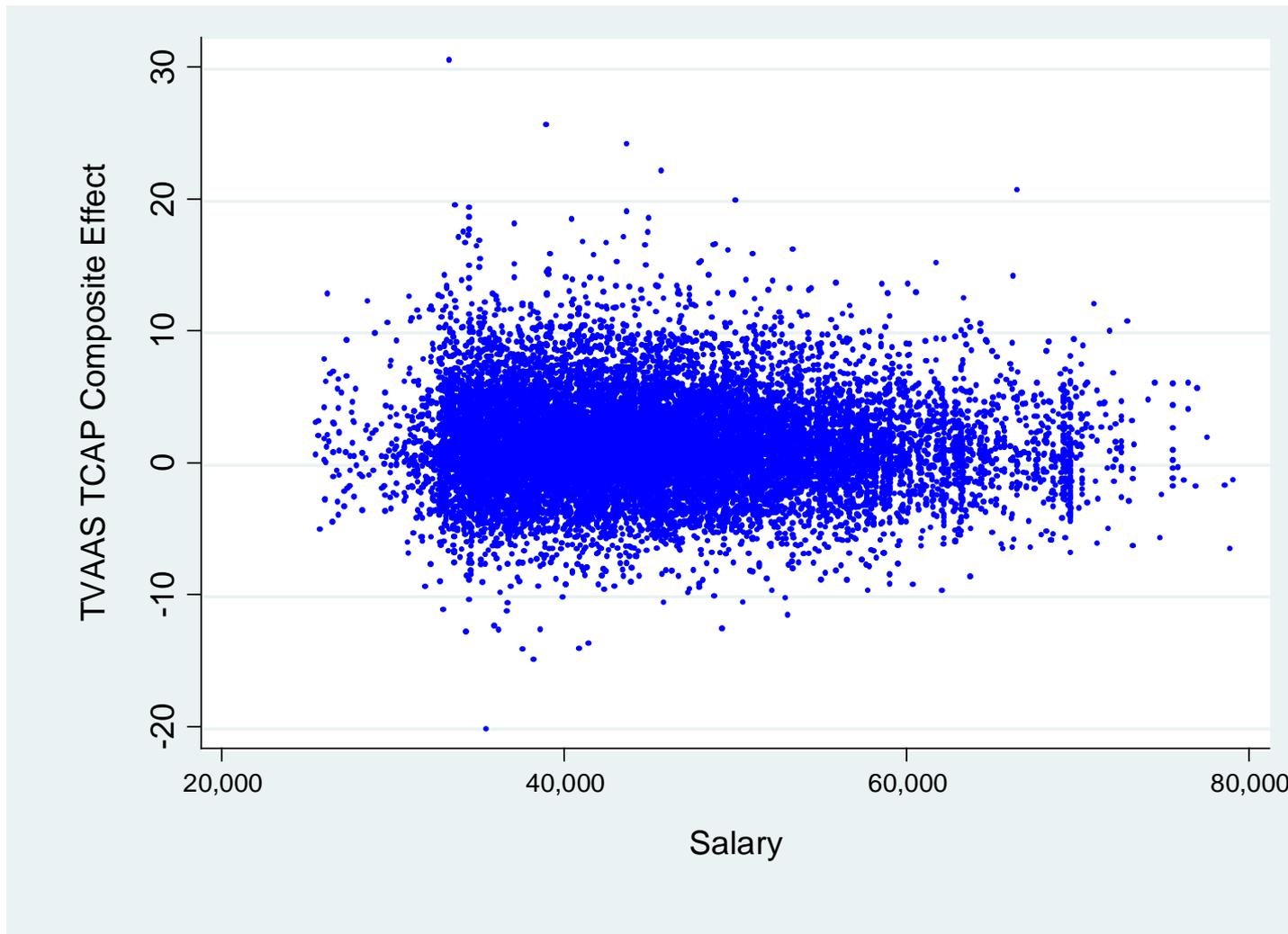


# A teacher's prior experience is not a strong predictor of their effectiveness as measured by their TVAAS score.



Note: Experience explains only 0.4% of the variation in TCAP Composite Effect; to the extent that the variation is explained teachers with fewer years of experience tend to have slightly higher TCAP Composite Effects.

**Similarly, salary explains very little of the variation in TVAAS scores.**



Note : Experience explains only 0.2% of the variation in TCAP Composite Effect; to the extent that the variation is explained teachers with lower salaries tend to have slightly higher TCAP Composite Effects.



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